

**Systemic
Constellations
for Coaches**

**Discovery
Training**

Lago Maggiore, Italy 2020

Why Systemic Constellations in Coaching?

Why limit yourself? Switching to 3D means adding *new dimensions* to your coaching, making it three dimensional. Making it somehow exceptional.

The new frontier of 3D Coaching

Coaching was formalized towards the end of the 1990s as a discipline based on a pure conversational approach. Now, Systemic Constellations easily enable you to add a *visual and a somatic dimension*. So that you can work with a *visual representation* of the client's chosen topic and explore that topic by tapping into *feelings and physical sensations*. This can – quickly and easily – change a client's perception of a situation and enable to *act on it* in a new and fresh way.

Systemic Constellations are a *method* for guiding clients – in individual, team, and group coaching – through experiential exercises to increase the level of *awareness* of the current situation, create inner *alignment*, improve *flexibility* of behaviours, so that clients can make better *decisions* and gain clarity about how to achieve their *goals*.

SystemAlive has developed a *unique new approach* to adapt the power of Systemic Constellations to coaching and its applications in the business world.

Stand out in a crowded market

Today's coaching market is increasingly competitive. The initial training you have attended has taught you the basics you need to work as a professional Coach. To have a greater impact and stand out in an increasingly crowded market it is then essential to keep on expanding your *coaching toolkit*.

Constellations are a *powerful and innovative* method that allows you to enhance your toolkit and make your coaching more effective and unique:

- They increase your Client's *understanding of situations* by making explicit what is implicit according to the individual map of the world
- They embed a *visual and kinesthetic dimension*, over and above the auditory dimension, creating a vivid and intense experience in the moment

- They work simultaneously across the *mental, emotional and somatic* levels, allowing for inner alignment and opening up the way to change
- They create of a *higher level of harmony* in the system by changing how the elements operate and relate to each other, enabling lasting behavioural change
- They provide tools to guide clients through an experiential exercise, creating shifts in perception and *increasing the client's level of awareness, choice and flexibility*
- They can be *integrated seamlessly* alongside existing coaching approaches

What are Systemic Constellations?



Constellation is a technical term used in the human sciences to identify a system as a set of elements in relationship to one another. So, we can use the word Constellation to refer to a working team, a relationship, an organization, the key elements of a project, to the choices available for a decision, or to the parts of our inner world.

When using Constellations in a coaching session, we use a *spatial representation* of the key elements of a client's proposed topic. In one-on-one coaching, we create this representation using *objects on a table* or *paper signposts on the floor*, while for team or group coaching it's possible to use *people who are physically present*.

In a coaching session, for example, the first phase is a conversation that aims to identify the key elements of the system and its purpose or goal.

In the second phase, the Client maps the current situation he/she wants to clarify by creating a spatial representation of the system. The Coach then guides the process and the elements of the system are explored, tapping into the senses to understand what is happening: the energies influencing each element, the different points of view and the dynamics among the elements. This enhances the Client's perception and awareness of the situation.

In the third phase the Client and the Coach can work together to modify the system into an improved state by increasing its harmony. And, when there is harmony among the parts – i.e. a positive interaction towards the common purpose - the system becomes more aligned and works better.

Finally, in the fourth and last phase, the Coach supports the Client in integrating the learning and identifying the next steps. In addition, when working with groups or intact teams, you can use simpler experiential exercises, which we call *Constellation Exercises*, based on some of the principles of Constellations. These activities are highly effective for developing self-awareness or for stimulating out-of-the-box thinking.

How is this training different from other traditional Constellations teaching?

It is based on a *new learning methodology* that speeds up your ability to use Systemic Constellations in your work. It is just easier, more practical and more effective.

Specifically designed for Coaches

- Sets *clear boundaries* from Family Constellations;
- Use a *non directive* approach as required by the Coaching alliance;
- Enables you to *work on a broad variety of topics*: organization, team, relationships, projects and personal development.

Easier learning methodology

- Based on an *original structured step-by step* process;
- A scalable approach. Initially focused on *one-on-one coaching* (in the Discovery training) and then - by increasing complexity - moving to *team and group coaching* using *people as representatives* (in the Advanced training).

Immediately applicable in your coaching practice

- You can quickly grow your *confidence* in using Constellations as you learn in baby steps, building on simple, specific applications;
- *It offers a pragmatic approach*, no theoretical or esoteric "trips"



The training follows the ICF guidelines for continuing education and provides you with 43 ICF approved CCEUs (Continuing Coach Education Units), of which 33 are Core Competencies and 10 Resource Development.

Goals of the training

The purpose of this masterclass training is to provide you with *the skills to use Systemic Constellations* in your coaching practice.

The Discovery Training is the first step in your journey working with Systemic Constellations for Coaches. It is an important and exciting step in both your personal and professional development.

The main learning areas cover:

- How to use Systemic Constellations *within the context of coaching and corporate learning & development.*
- How to use Systemic Constellations in *one-on-one coaching* sessions.
- How to use selected Constellations Exercises *in team coaching and group coaching.*

Benefits for participants: what's in it for me?

- *Stand out* in a crowded market by adding a powerful methodology to your toolkit.
- Acquire *new systemic coaching tools* based on Bert Hellinger's work.
- Increase *self-awareness* around your work, relationships or challenging coaching situations.
- Strengthen your *coaching presence.*
- Increase your *flexibility* of adapting to your client's needs and goals.
- Discover quicker solutions based on *out-of-the-box thinking.*
- Learn how to generate *transformational change* more easily and rapidly.

Overview of the Training

The program consists of six days split into two three-day modules, with the following content

Module 1 - Learn the Constellation process in Individual Sessions

- The systemic approach
- The foundations of Systemic Constellations and the systemic principles
- Coaching presence to working with Constellations: key attitudes and body awareness
- How to use Systemic Constellations in a one-on-one coaching session to work on a goal
- Develop and integrate personal resources

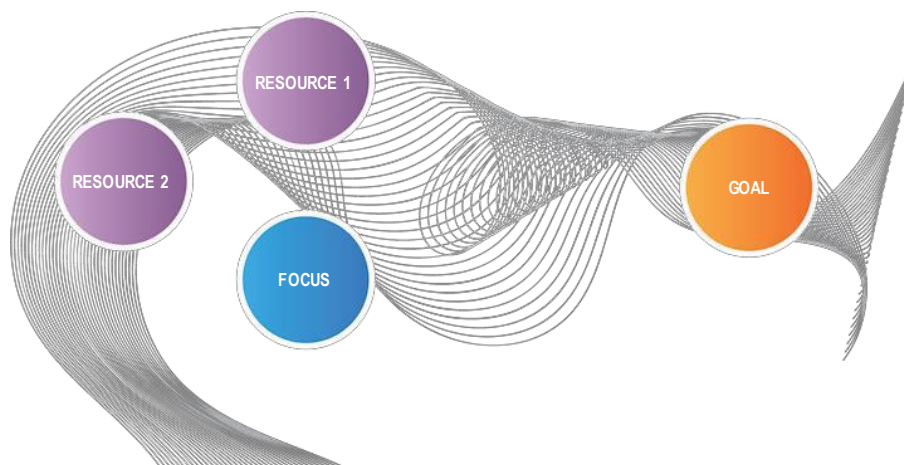
Module 2 - Learn how to apply Constellations to any Coaching topic in Individual Sessions

- Introducing the world of relationships
- Beliefs as resources
- Dealing with relationships: how to move from conflict to collaboration

- Other applications of Constellation for one-on-one coaching: decision making, project assessment, organizational effectiveness, stakeholder management, client management and supervision, cultural attitudes, teamwork
- Coaching presence: being in the now
- Constellation Exercises for team or group coaching
- Framing your next steps

The training covers key aspects of the theory and focuses on experiential learning with:

- Preparatory work
- Demonstration of cases as proposed by participants
- Group exercises
- Practice in pairs
- Fishbowl feedback sessions (one participant runs a session and receives feedback from the facilitator)
- Practice between modules (check-in and support in participant pairs)
- (Optional) individual Supervision



Trainer: meet Francesco Pimpinelli

I first encountered Constellations in the year 2000 and it was love at first sight - it has been life changing. Constellations are the best approach I have ever experienced in the process of cultivating wholeness, and I love sharing this passion with others. My journey is about bringing wholeness into the world, both within myself and in my relationships, in my life and in my work. This makes me feel I am living 'alive', living a life worth living. This is the direction in which I like to support my clients as a coach. – Francesco.



Francesco has been working professionally as Coach and practitioner of Systemic Constellations since 2002, developing extensive experience in utilizing this method in the business context. Over the years he has refined his competence, focusing on what is essential and making this approach uniquely effective.

He has studied with several teachers including the creator of the method Bert Hellinger, as well as the main developers: Insa Sparrer, Mattias Varga Von Kiebed, Bertold Ulsamer and Gunthard Weber.

He is a Professional Certified Coach with the International Coach Federation (ICF) and a Professional Certified Counselor with the *Centre Cultural European Jean Monnet* (Belgium), with a broad background in different holistic methods to support people development

His coaching education primarily centres on his studies in the US and UK. He is also a certified NLP Practitioner, Master and Trainer from NLP University (US).

He has integrated 20 years of experience in management and consulting on an international level with an intercultural perspective and considerable competence in the field of personal growth.

Francesco currently works as a coach with top teams and executives in Europe across different industries.



Previous Delegate's Comments

"Francesco has built a program with a very good rhythm of input, experiential elements, group work and reflection. This makes it very easy to understand and apply the material right after the modules. He has found a very nice way of making us participate in his rich experience of constellation work with an ever-present, pragmatic focus."

Rolf Pfeiffer, Germany

"This training changed my whole perspective as a coach and I feel I have a new and exciting toolbox that I can offer my clients."

Patrick Stichelmans, Belgium

"In the increasingly complex and interconnected world we live in, this training helped me gain the understanding and competence – both personal and professional – that I find essential to high-level coaching."

Daniele Bevilacqua, Italy

"The uniqueness of this program is the excitement of discovery, practice of skills, and attainment of enlightenment about oneself and others. A challenging and supportive space managed with great expertise."

Angela Stafford, United Kingdom

"As a coach, Systemic Constellations enable me to show clients the essence of the issues they face, and to work from that essence towards a practical, sustainable solution."

Pat Roberts, South Africa

"Working with Systemic Constellations helps me in guiding my clients to realize transformational change for themselves, their team or their organization. The approach developed by Francesco and the way he trains gives you confidence in using this systemic and holistic approach."

Nelke Galema, Holland

"Using Systemic Constellations has created a breakthrough in my practice as a coach both with individuals and teams."

Helene Blot, France

"As a manager, Constellations have provided me with a practical tool that helps me offer better support and guidance to my staff, giving them the chance to work on the goals we thought were the most challenging."

Pierangela Greco, Switzerland

"This training has added an exceptional tool to my coaching toolbox. The knowledge around Systemic Constellations and its practical value that I have started applying in my coaching practice is invaluable, my clients are shifting in a quicker, new way."

Joanna Bown, United Kingdom

"Francesco shows how to use Systemic Constellations elements responsibly in the business context. He uses a structured and results-focused approach. The delivery is disciplined and sensitive. An excellent use of time investment."

Manfred Barth, Germany

"I found Constellations a surprisingly effective way to unveil the hidden dynamics in systems we live in. As if there were a space of 'knowledge' that knows a lot about our lives, from a part of the mind that we typically don't access."

Serenella Sala, Italy

"Francesco is a great guide on the journey into Systemic Constellations!"

Mik van den Noort, Holland

"As an executive coach working with individuals and teams, this program opened my eyes and my heart to the tools and approach required to recognize and work with the invisible dynamics playing out with my clients and their organizational and relationship systems."

Julia Kerr, South Africa

"The approach is extremely practical, experiential, and uses a wealth of cases and situations drawn from real life: it immediately puts you in a position where you can use Constellations professionally."

Andrea Baldo, Italy

"Systemic Constellations are very effective in both individual and team coaching. This training really helped me in understanding and using the method in my coaching practice."

Claudia Salowski, Germany

"Francesco masterfully teaches a methodology which is both beautifully simple and profoundly effective. It is based on a deep body of knowledge from multiple traditions and provides teachings which are useful in a wide range of personal, team and organizational contexts."

Anton Richman, South Africa



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Timing

The schedule for the two modules is:

- Module 1: **23-24-25 April 2020**
- Module 2: **25-26-27 June 2020**

Workshop time: **Thu-Fri 9:00/18:00, Sat 8:30/16:30**

Venue

Hotel Villa Paradiso

Via Sempione 125, 28046 Meina (NO) – Lago Maggiore

www.hotelvillaparadiso.com

For this training we have chosen a hotel facing on beautiful Lago Maggiore, with a lovely private park and pool.

The hotel is 40 km from Milano Malpensa Airport and can be easily reached by taxi or bus.

Should you be travelling:

- We have arranged preferred rates at 105 € per night/single room including breakfast, for those who choose to stay in the Hotel.
 - Please arrive the night before training starts.

Pricing

The investment for the training is 2400 € (+22% VAT if applicable).

Fee includes training, venue, lunches and tea breaks (excludes dinners and accommodation).

Premium registration is until October 31st 2019: 25% discount, 1800 € (+22% vat if applicable).

Early bird registration is until January 15th 2020: 15% discount, 2040 € (+22% vat if applicable).

The training will be held if there are a minimum of 6 participants registered by January 15th.

If you book now, you will receive the invoice after January 15th.

Payment: 50% registration date and 50% within April 20th 2020.

Should you need to work out a payment plan, please contact us.

Booking and cancellation policy

To make a booking, please [click here](#) to complete the on-line registration form on www.systemalive.com in the Systemic Constellations Academy section.

Once your registration application is received, we will invoice you for payment, which is due upon receipt of invoice.

Your booking will be confirmed on receipt of payment.

The workshop will run only if we reach a minimum of six participants.

Our cancellation policy:

- until 60 days before the first day of training, your fee will be reimbursed in full (except 100 € for admin costs).
- after 60 days before the first day of training, 100% of the total fee will be charged, however you may attend a future training in any location or indicate a replacement.

Should you miss any of the modules, unfortunately we can not reimburse you, but you will be able to attend the same module in any location in the future at no extra cost.

Enquiries

For any questions you might have, please email us at events@systemalive.com

Or call us on +39 02 3655 0163.



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